



2023 World Aquatics Mentorship Programme

GUIDELINES



About the programme

The World Aquatics Mentorship programme is designed to serve the development of World Aquatics Members seeking to advance their good governance, efficient administration and effective leadership. The programme's overarching objectives are to facilitate growth, inspire change, foster resilience and drive sustained success among participating Member Federations.

World Aquatics Members participating in the programme will receive training and consulting to analyse their governance and develop a strategy of the organisation.

Participants

10 Member Federations representing all 5 continents will come together for 6 months to advance their governance and create long term strategies for the development of Aquatics in their countries.

Consultant

Alexandra Karacsonyi has a Master's degree in Management Sciences from ESSEC in France and an MBA from Stanford University in the USA. She has more than 20 years of experience in Strategy and Marketing, acquired with leading worldwide companies. Alexandra will lead the programme with educational content, guidance and advice to aid the participants to reach their goals.

World Aquatics

Development department will coordinate the programme and support the programme participants at each phase of the programme.

Participants' profile

World Aquatics in cooperation with Continental Organisations selected 10 participants based on the following criteria:

1. World Aquatics members took part in the in the 2023 FINA Governance Survey
2. Their governance score was lower than in 2022
3. They are identified as having resources and potential to take part in the months programme
4. They currently have no strategy in place
5. They will take part at the World Aquatics Championships in Fukuoka 2023

Who should represent the World Aquatics Member in the programme?

Up to 2 individuals: Executive board or staff members, who will have the mandate to work with the staff and Executive board members and engage the stakeholders of World Aquatics Member.

Programme framework

The six-month programme is founded on a framework of cooperative learning among participants, supplemented by personalized expert guidance and structured group sessions aimed at introducing a diverse range of topics and concepts.

Cooperation

The Mentorship programme includes World Aquatics Members, which collectively share their experiences and expertise, identify common challenges, explore solutions and pursue opportunities to progress together.

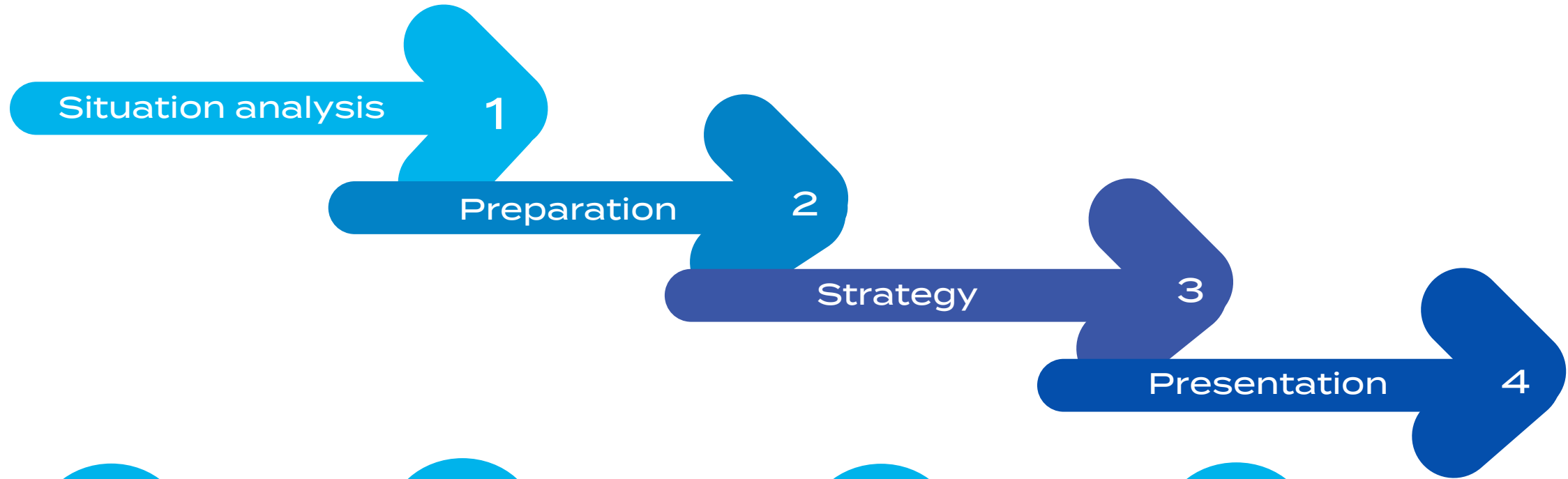
Expert support

World Aquatics cooperates with an Expert to provide individual support, in order to facilitate the development of the long term goals and objectives as well as a concrete action plan. 1-on-1 sessions with the Expert allow to identify the situation and the needs of the World Aquatics Members, openly discuss the challenges as well as identify the techniques and methodologies to tackle the existing barriers.

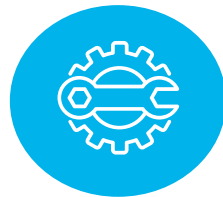
Group sessions

Online and in person group sessions will create an opportunity to learn different strategy development and leadership techniques, identify practical solutions and understand the step by step approach to strategy development.

Programme framework



Analysis of the Member Federation, understanding of the environment, challenges and opportunities for organisation.



Understanding the vision and mission, defining the needs of the internal and external stakeholders, developing solutions.



Development of the Executive summary outlining key objectives, areas of development and improvement



Finally, the final strategy will be presented to the stakeholders.

Programme timeline

Introductory
group online
session
June 5/6



June 19-23

1 on 1
online
sessions



Workshop and
1 on 1 sessions
in person
July 22-24

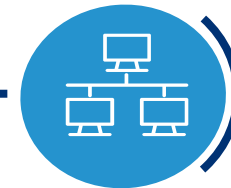


October 2, 5, 9

1 on 1
online
sessions



Group online
session
November 3



End of
November

Final
presentation
online





Requirements for participation

By accepting the invitation to participate at the Mentorship Programme, World Aquatics Members agree to:

1. Provide World Aquatics with all the necessary information and supporting documents related to their governance and management practices.
2. Designate two competent representatives who shall be responsible for the participation at the programme and implementation of the activities.
3. Inform World Aquatics at any time if the World Aquatics Member encounters any issues to further participate in the programme.
4. Act, comply and respect all World Aquatics Rules, regulation and procedures. In addition comply with their national regulations.
5. World Aquatics Member agrees to cover the costs of accommodation and flight tickets to participate at the in person Workshop at World Aquatics Championships in Fukuoka. World Aquatics Support Programme funding might be use to cover these costs.
6. In the event that a World Aquatics Member is sanctioned according to World Aquatics statutes and by-Laws, the World Aquatics Member can be immediately excluded from the programme.

Testimonials from the 2022 Programme participants:

1. “It was extremely beneficial. We have made significant progress with our strategic planning and implementation.”
2. “The program was an excellent opportunity for our federation, it was well organized and we felt accompanied all the way.”
3. “...it was very beneficial as it helped is contextualize our plans and organize them into smaller more achievable goals that became more achievable and manageable.”

Contacts

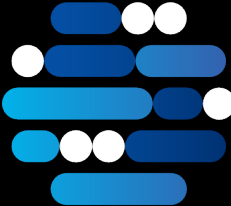
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We are



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AQUATICS